

Panel on Careers in Addiction Medicine

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Brian Hurley, MD, MBA, DFASAM, FAPA

Shonali Saha, MD, FASAM

Melissa B. Weimer, DO, MCR, DFASAM

April 15, 2023, 3:45-5:00pm



ASAM Panel on Careers in Addiction Medicine Faculty Financial Disclosures

<i>Name</i>	<i>Nature of Relevant Financial Relationship</i>		
	<i>Commercial Interest</i>	<i>What was received?</i>	<i>For what role?</i>
Anika Alvanzo, MD, MS, DFASAM	None		
Brian Hurley, MD, MBA, DFASAM, FAPA	None		
Shonali Saha, MD, FASAM			
Melissa B. Weimer, DO, MCR, DFASAM			

Learning Objectives

By the conclusion of the panel, participants will be able to:

- ◆ Identify and distinguish between different career opportunities in addiction medicine
- ◆ Formulate a plan for career progression that incorporates information about various career options that are presented during this workshop
- ◆ Determine strategies supporting the accessibility of addiction medicine services throughout a broad set of practice settings and domains.

Session Agenda

- ◆ Introductions
- ◆ Speaker career presentation – 10 minutes each
- ◆ Moderated discussion and questions – 30 minutes

Career 1: Medical Director



- ◆ Regional Medical Director, Pyramid Healthcare, Inc.
- ◆ Substance Use Disorder Consultant, Behavioral Health Administration, Maryland Department of Health
- ◆ Managing Partner, Uzima Consulting Group, LLC

Virginia Commonwealth University (VCU)



- Internal Medicine Residency- Primary Care Track
 - Developed interest in research
- Clinical research fellowship
 - Masters in biostatistics
- First faculty position
 - Medical Director, Office of CME
 - Course Director
 - Attending in Cancer Survivorship Clinic
 - **Co-investigator on 2 addiction-related grants**
 - **Got buprenorphine waived**

Lessons from VCU Chapter

- Be willing to take on new challenges and try new things
- Your very first position, may not be your dream job but sometimes you need to just get your foot in the door
- Value of mentorship



Johns Hopkins University



JOHN HOPKINS
SCHOOL of MEDICINE

- Attending, First Step Day Program
- Medical Director, Broadway Center of Addiction
- K23 Career Development Award
- Director, Substance Use Disorders Consultation (SUDS) Service
- Associate Medical Director, Addiction Treatment Services and Center for Addiction and Pregnancy
- Director, Urban Health Residency Addiction Medicine Rotation
- Faculty, M2 Intersession Course in Substance Use Disorders

Lessons from Hopkins Chapter

- ◆ Early and effective management of withdrawal
- ◆ Medication initiation for substance use disorder (OUD, AUD) during the acute care setting
- ◆ Importance of linkage to treatment and warm hand-offs
- ◆ Multidisciplinary team-based approach
- ◆ Necessity of community engagement and collaboration
- ◆ Importance of educating and training the next generation
- ◆ It's okay to change your course
- ◆ Know when to walk away
- ◆ Bet on yourself
- ◆ Negotiate

Regional Medical Director

- ◆ Standardization of protocols and order sets
- ◆ Supervision of providers
- ◆ Provider schedules
 - ◆ Onsite
 - ◆ On-call
- ◆ Reviews
 - ◆ Medical Reviews
 - ◆ Chart Reviews
- ◆ Cosigning
 - ◆ Notes
 - ◆ Orders

Regional Medical Director

- ◆ Education/Training
 - ◆ Medical team (nurses and providers)
 - ◆ Clinical team
- ◆ Participation in facility leadership and multidisciplinary treatment team meetings
- ◆ Other facility protocols
 - ◆ Covid
 - ◆ Influenza
- ◆ Quality Improvement
 - ◆ Outcomes measurement

Skills Needed

- ◆ Organization
- ◆ Time Management
- ◆ People Management
- ◆ Software Skills
 - ◆ EHR, SmartSheet
- ◆ Empathy
- ◆ Advocacy
- ◆ Flexibility
- ◆ Effective Communication
- ◆ Negotiation

Lessons Learned So Far

- ◆ It's a different world outside of academic medicine
- ◆ You are the expert for medical treatment
- ◆ Setting limits/boundaries

Career 2: Private Practice



Shonali Saha, MD, FASAM

- Substance Use Counselor
- Medical student with addiction selectives/electives
- Resident in Internal Medicine
- Fellow in Adolescent Medicine and Addiction Medicine
- Independent Contractor in large group corporate owned practice and treatment facility
- Independent Contractor in physician owned practice
- Solo private practice owner
- Employed and supervise PAs



Medicine as a Business +/-s

Cons:

- ◆ Business of Medicine
- ◆ Administrative Duties
- ◆ Fluctuating Income
- ◆ Expenses
- ◆ Insurance companies
- ◆ Marketing
- ◆ Isolating

Pros:

- ◆ Autonomy
- ◆ Dictating my schedule/culture
- ◆ Front line work
- ◆ Community collaboration
- ◆ Entrepreneurship
- ◆ Profitable
- ◆ No research/publishing pressure
- ◆ Work/Life balance

Physicians and Types of Practices

Exhibit 1. Distribution of physicians by employment status and type of practice ¹

	2012	2014	2016	2018	2020
Employment status					
Employee	41.8%	43.0% ^a	47.1%	47.4% ^b	50.2% ^a
Owner	53.2% ^b	50.8% ^a	47.1%	45.9%	44.0% ^a
Independent contractor	5.0% ^b	6.2%	5.9%	6.7%	5.8%
	100%	100%	100%	100%	100%
Type of practice					
Solo practice	18.4%	17.1%	16.5% ^c	14.8%	14.0% ^a
Single specialty group	45.4% ^a	42.2%	42.8%	42.8%	42.6% ^b
Multi-specialty group	22.1% ^a	24.7%	24.6%	25.2%	26.2% ^a
Direct hospital employee/contractor	5.6% ^a	7.2%	7.4%	8.0% ^c	9.3% ^a
Faculty practice plan	2.7%	2.8%	3.1%	3.0%	2.9%
Other ²	5.8%	5.9%	5.7%	6.2% ^b	5.0%
	100%	100%	100%	100%	100%
N	3466	3500	3500	3500	3500

Source: Author's analysis of AMA Physician Practice Benchmark Surveys.

Notes: ¹ Significance tests are for changes within employment status or type of practice category. 'a' is p<0.01, 'b' is p<0.05, and 'c' is p<0.10. Indications in each column are for that year and the one following except in the 2020 column where they are for 2012 and 2020. ² Other includes ambulatory surgical center, urgent care facility, HMO/MCO, medical school, and fill-in responses.

Types of Physicians and Practices

Exhibit 2. Age and gender differences in employment status (2020)

	Gender		Age		
	Women	Men	Under 40	40 to 54	55+
Employment status					
Employee	56.5%	46.7% ^a	70.0%	51.2% ^a	42.2% ^a
Owner	36.7%	48.1% ^a	23.6%	43.7% ^a	51.6% ^a
Independent contractor	6.8%	5.3% ^c	6.4%	5.1%	6.2%
	100%	100%	100%	100%	100%
N	1228	2272	620	1438	1442

Source: Author's analysis of AMA 2020 Physician Practice Benchmark Survey.

Note: For gender, significance tests are within employment status category. For age, significance tests are shown relative to the under 40 category. 'a' is $p < 0.01$, 'b' is $p < 0.05$, and 'c' is $p < 0$.

Considerations for Getting Started

- Licensing
 - State License
 - DEA License
 - ~~• DATA waiver/X number~~
- Credentialing
 - Insurances
 - Hospitals/treatment center
- Liability
 - Malpractice
 - General Business

Allies and Supports for Starting a Practice

- Lawyer
 - Contracts, registrations, trademark
- Private practice consultant
 - Office space, manuals, marketing, EHR selection
- Local bank
 - Business loan, small business guidance
- Accountant
 - Incorporation, business filing, federal tax ID
- Staffing agency
 - Front end, back end/billing

Things to Consider

- You have options beyond what you see in training
- Working on the front lines of addiction takes many forms
- You can be a boss/your own boss
- There is a business to medicine which is challenging, but it's doable if you have the right team/resources

Thanks!

Shonali Saha MD, FASAM

- ◆ shonalisahamd.com
- ◆ whyaddictionmedicine.com
- ◆ info@whyaddictionmedicine.com



Career 3: Public Sector



Brian Hurley, MD, MBA, DFASAM, FAPA

UCLA

Keck School of
Medicine of USC



amsa

American Medical Student Association

Robert Wood Johnson Foundation
CLINICAL SCHOLARS



NYU

MGH
1811



MG
1811



Brian Hurley, MD, MBA, DFASAM, FAPA



BATNA

- ◆ Best
- ◆ Alternative
- ◆ To a
- ◆ Negotiated
- ◆ Agreement



Career 4: Academic Medicine



Melissa Weimer, DO, MCR, DFASAM

- ◆ Born & raised in Virginia
- ◆ UVA - Majored in Religious Studies
- ◆ 1st generation physician
- ◆ Took 2 years off between undergrad and med school – worked at a Free Clinic
- ◆ Took 2 tries to get into medical school
- ◆ Mother of 2



Oregon Health & Science University



- ◆ Internal Medicine Residency (3 years)
- ◆ General Medicine Fellowship (2 years)
 - ◆ Addiction Medicine
 - ◆ Pain
- ◆ Master of Clinical Research
- ◆ Faculty (5 years)
- ◆ Medical Director of an OTP



Medical Director, St. Peter's Health Partners



- ◆ Ready for a change
- ◆ Wanted to be closer to family
- ◆ Wanted a break from academia
- ◆ Interested in a higher salary

Associate Professor, Yale School of Medicine



- ◆ Associate Professor of Medicine and Public Health
- ◆ Medical Director of the Yale Addiction Medicine Consult Service
- ◆ Associate Program Director, Yale Addiction Medicine Fellowship Program



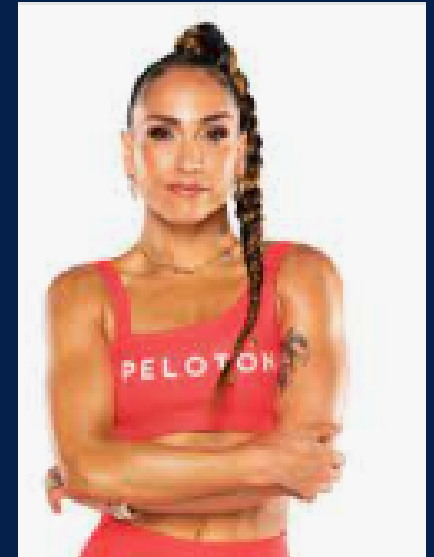
Keys to Success: Mentors!!



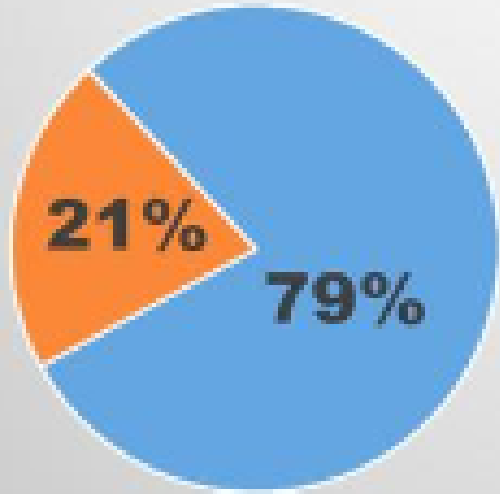
Keys to Success



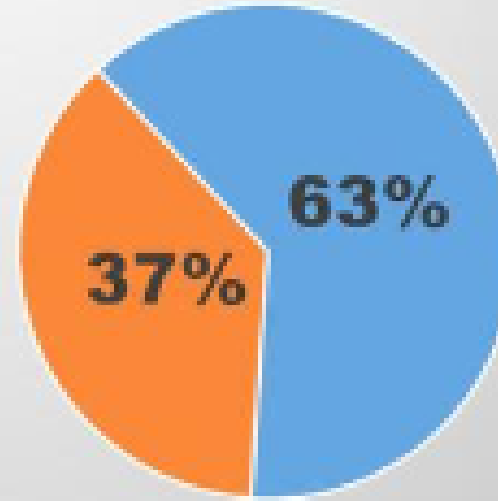
- ◆ Community
- ◆ Love for teaching
- ◆ Organization
- ◆ Exercise!



GENDER DISPARITIES FOR LEADERS OF ACADEMIC HOSPITAL MEDICINE PROGRAMS



- Directors - Men
- Directors - Women



- Other Leaders - Men
- Full Professors - Men

No Women are Full Professors

SOURCE: Herzke et al. Gender Issues in Academic Hospital Medicine: a National Survey of Hospitalist Leaders. *Journal of General Internal Medicine* 35, 1641–1646 (2020)

References

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3. Bhad R, Achab S, Rafei P, et al. The scope and needs related to training, research, and mentorship among early-career addiction medicine professionals: an online global survey followed by expert group discussions. *medRxiv.* 2022:2022.2003.2024.22272872
4. Herzke, C., Bonsall, J., Bertram, A. *et al.* Gender Issues in Academic Hospital Medicine: a National Survey of Hospitalist Leaders. *J GEN INTERN MED* 35, 1641–1646 (2020). <https://doi.org/10.1007/s11606-019-05527-0>